

AMENDMENTS TO THE CLAIMS

The listing of claims will replace all prior versions, and listings, of claims in the application:

Listing of Claims:

1. (currently amended) A computer-implemented method comprising:

retrieving one or more core skills from a data store, wherein each user is associated with one or more of the core skills, and wherein each of the core skills is a generalized skill useful in supporting an organization's business objectives;

retrieving, from a data store, a subset of dimension skills from a plurality of dimension skills, wherein the subset of dimension skills correspond to a subset of the plurality of users, and wherein each of the dimension skills is a profession-related skill corresponding to a particular profession found in the organization;

identifying a progression requirement stored in a memory for each of the core skills and for the subset of dimension skills;

including the retrieved core skills, the subset of dimension skills, and the identified progression requirements in a profession-specific framework module, wherein the including further comprises:

 - creating the profession-specific framework module corresponding to one or more of the users;

assigning one or more values to the retrieved core skills and to the subset of dimension skills;

storing the assigned values in the framework module;

storing the profession-specific framework module in a data store accessible by an evaluation software routine;

evaluating one of the plurality of users using the framework and the evaluation software routine, the evaluating resulting in an evaluated user wherein the evaluation software routine performs steps comprising:

retrieving a user capability from a capabilities data store, the user capability corresponding to the evaluated user;

matching the user capability with one of the progression requirements that are included in the framework;

computing a core skill ranking for each of the core skills by comparing the values assigned to the core skills to the values assigned to other employees stored in the profession-specific framework module and computing a dimension skill ranking for each of the subset of dimension skills by comparing the values assigned to the subset of dimension skills to the values assigned to other employees stored in the profession-specific framework module, wherein the core skill rankings and the dimension skill rankings are stored in a memory;

computing an overall ranking based upon the computed core skill ranking and the computed dimension skill ranking ~~plurality of skill rankings~~, wherein the overall ranking is stored in the memory; and

identifying a plurality of user improvement areas based on the core skill rankings and the dimension skill rankings, wherein at least one of the user improvement areas corresponds to one of the core skills, wherein at least one of the user improvement areas corresponds to one of the dimension skills, and wherein the identified user improvement areas are selected in order to increase the overall ranking of the user.

2. (canceled)

3. (canceled)

4. (canceled)

5. (original) The method of claim 1 wherein the subset of dimension skills constitutes a first dimension skills module, the method further comprising:
selecting one or more dimension skills from the plurality of dimension skills, the selecting resulting in a second dimension skills module; and
replacing the first dimension skills module with the second dimension skills module in the framework.

6. (original) The method of claim 1 further comprising:

identifying one or more functional skills that correspond to the subset of dimension skills; and

including the identified functional skills in the framework.

7. (canceled)

8. (currently amended) An information handling system comprising:

one or more processors;

a memory accessible by the processors;

one or more nonvolatile storage devices accessible by the processors; and

a workforce evaluation tool for evaluating a workforce, the workforce evaluation tool comprising software code that, when executed by one of the processors, performs steps comprising:

retrieving one or more core skills from one of the nonvolatile storage devices, wherein each user is associated with one or more of the core skills, and wherein each of the core skills is a generalized skill useful in supporting an organization's business objectives;

retrieving a subset of dimension skills from a plurality of dimension skills located in one of the nonvolatile storage devices, wherein the subset of dimension skills correspond to a subset of the plurality of users, and wherein each of the dimension

skills is a profession-related skill corresponding to a particular profession found in the organization;

identifying a progression requirement for each of the core skills and for the subset of dimension skills;

including the retrieved core skills, the subset of dimension skills, and the identified progression requirements in a profession-specific framework module, wherein the including further comprises: [[;]]

creating the profession-specific framework module corresponding to one or more of the users;

assigning one or more values to the retrieved core skills and to the subset of dimension skills;

storing the assigned values in the framework module;

storing the profession-specific framework module in a data store accessible by an evaluation software routine;

evaluating one of the plurality of users using the framework and the evaluation software routine, the evaluating resulting in an evaluated user wherein the evaluation software routine performs steps comprising:

retrieving a user capability from a capabilities data store, the user capability corresponding to the evaluated user;

matching the user capability with one of the progression requirements that are included in the framework;

computing a core skill ranking for each of the core skills by comparing the values assigned to the core skills to the values assigned to other employees stored in the profession-specific framework module and computing a dimension skill ranking for each of the subset of dimension skills by comparing the values assigned to the subset of dimension skills to the values assigned to other employees stored in the profession-specific framework module, wherein the core skill rankings and the dimension skill rankings are stored in a memory;

computing an overall ranking based upon the computed core skill ranking and the computed dimension skill ranking ~~plurality of skill rankings~~, wherein the overall ranking is stored in the memory; and

identifying a plurality of user improvement areas based on the core skill rankings and the dimension skill rankings, wherein at least one of the user improvement areas corresponds to one of the core skills, wherein at least one of the user improvement areas corresponds to one of the dimension skills, and wherein the identified user

improvement areas are selected in order to increase the overall ranking of the user.

9. (canceled)
10. (canceled)
11. (canceled)
12. (original) The information handling system of claim 8 wherein the subset of dimension skills constitutes a first dimension skills module, and wherein the software code is further effective to:
select one or more dimension skills from the plurality of dimension skills, the selecting resulting in a second dimension skills module; and
replace the first dimension skills module with the second dimension skills module in the framework.
13. (original) The information handling system of claim 8 wherein the software code is further effective to:
identify one or more functional skills that correspond to the subset of dimension skills; and
include the identified functional skills in the framework.
14. (currently amended) A program product stored in a computer readable media, wherein the program product includes a set of instructions that, when executed by an information handling system, causes the information handling system to perform steps comprising:

retrieving one or more core skills from a data store,
wherein each user is associated with one or more of the
core skills, and wherein each of the core skills is a
generalized skill useful in supporting an organization's
business objectives;

retrieving, from a data store, a subset of dimension skills
from a plurality of dimension skills, wherein the subset of
dimension skills correspond to a subset of the plurality of
users, and wherein each of the dimension skills is a
profession-related skill corresponding to a particular
profession found in the organization;

identifying a progression requirement stored in a memory
for each of the core skills and for the subset of dimension
skills;

including the retrieved core skills, the subset of
dimension skills, and the identified progression
requirements in a profession-specific framework module,
wherein the including further comprises: [[;]]

creating the profession-specific framework module
corresponding to one or more of the users;

assigning one or more values to the retrieved core
skills and to the subset of dimension skills;

storing the assigned values in the framework module;

storing the profession-specific framework module in a data
store accessible by an evaluation software routine;

evaluating one of the plurality of users using the framework and the evaluation software routine, the evaluating resulting in an evaluated user wherein the evaluation software routine performs steps comprising:

retrieving a user capability from a capabilities data store, the user capability corresponding to the evaluated user;

matching the user capability with one of the progression requirements that are included in the framework;

computing a core skill ranking for each of the core skills by comparing the values assigned to the core skills to the values assigned to other employees stored in the profession-specific framework module and computing a dimension skill ranking for each of the subset of dimension skills by comparing the values assigned to the subset of dimension skills to the values assigned to other employees stored in the profession-specific framework module, wherein the core skill rankings and the dimension skill rankings are stored in a memory;

computing an overall ranking based upon the computed core skill ranking and the computed dimension skill ranking ~~plurality of skill rankings~~, wherein the overall ranking is stored in the memory; and

identifying a plurality of user improvement areas based on the core skill rankings and the dimension skill rankings, wherein at least one of the user

improvement areas corresponds to one of the core skills, wherein at least one of the user improvement areas corresponds to one of the dimension skills, and wherein the identified user improvement areas are selected in order to increase the overall ranking of the user.

15. (canceled)

16. (canceled)

17. (canceled)

18. (original) The program product of claim 14 wherein the subset of dimension skills constitutes a first dimension skills module, and wherein the computer program code is further effective to:
select one or more dimension skills from the plurality of dimension skills, the selecting resulting in a second dimension skills module; and
replace the first dimension skills module with the second dimension skills module in the framework.

19. (original) The program product of claim 14 wherein the computer program code is further effective to:
identify one or more functional skills that correspond to the subset of dimension skills; and
include the identified functional skills in the framework.

20. (canceled)